



DEPARTMENT OF MENTAL HEALTH CAREER EXECUTIVE ASSIGNMENT EXAMINATION ANNOUNCEMENT

California State Government supports equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition or pregnancy. It is an objective of the State of California to achieve a drug-free work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing Civil Service, and the special trust placed in public servants.

DEPARTMENT:	DEPARTMENT OF MENTAL HEALTH	RELEASE DATE:	Wednesday, June 24, 2009
POSITION TITLE:	Chief, Hospital Oversight and Monitoring	FINAL FILING DATE:	Wednesday, July 8, 2009
CEA LEVEL:	CEA 1	EXTENDED FINAL FILING DATE:	
SALARY RANGE:	\$ 6,173.00 - \$ 7,838.00 / Month	BULLETIN ID:	06242009_1

POSITION DESCRIPTION

The Chief, Hospital Oversight and Monitoring (HOM), under the general direction of the Deputy Director, Long Term Care Services, is responsible for the policy development, interpretation and implementation, and management and supervision for the Department of Mental Health's (DMH) compliance with and implementation of the provisions of the Enhancement Plan mandated by the terms of the United States Department of Justice (USDOJ) Civil Rights of Institutionalized Persons Act (CRIPA) Consent Judgment for the five California state hospitals. The Enhancement Plan addresses recovery philosophy and psychiatric rehabilitation, integrated services planning, assessments, discharge planning and community integration, seclusion and medication methods, and incident management controls and systems. The incumbent will set departmental policy, establish procedures, and provide oversight and supervision to administrative and clinical staff as well as consultants, and collaborate with the appointed Court Monitor. The Chief of HOM also provides standardization of training services and programs at all five state hospitals; oversight of programming, and data collection and evaluation support; and oversees a statewide investigations program to respond to allegations of patient abuse and neglect.

MINIMUM QUALIFICATIONS

Applicants must meet the following minimum qualifications:

Either I

Must be a State civil service employee with permanent civil service status or who previously had permanent status in the State civil service.

Or II

Must be a current or former employee of the Legislature, with two or more consecutive years as defined in Government code § 18990.

Or III

Must be a current or former non-elected exempt employee of the Executive Branch with two or

more consecutive years (excluding those positions for which salaries are set by statute) as defined in Government Code § 18992.

Or IV

Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code § 18991.

KNOWLEDGE AND ABILITIES

Applicants must demonstrate the ability to perform high administrative and policy – influencing functions effectively. Such overall ability requires possession of most of the following more specific knowledge and abilities:

(1) Knowledge of the organization and functions of California State Government including the organization and practices of the Legislature and the Executive Branch; principles, practices, and trends of public administration, organization, and management; techniques of organizing and motivating groups; program development and evaluation; methods of administrative problem solving; principles and practices of policy formulation and development; and personnel management techniques; the department's or agency's Equal Employment Opportunity Program objectives; and a manager's role in the Equal Employment Opportunity Program.

(2) Ability to plan, organize, and direct the work of multidisciplinary professional and administrative staff; analyze administrative policies, organization, procedures and practices; integrate the activities of a diverse program to attain common goals; gain the confidence and support of top level administrators and advise them on a wide range of administrative matters; develop cooperative working relationships with representatives of all levels of government, the public, and the Legislature and Executive branches; analyze complex problems and recommend effective courses of action; and prepare and review reports; and effectively contribute to the department's or agency's Equal Employment Opportunity objectives.

These knowledge and abilities are expected to be obtained from the following kinds of experience with substantial participation in the formulation, operation and/or evaluation of program policies (experience may have been paid or volunteer; in State service, other government settings, or in a private organization):

CEA Level 1. Supervisory/administrative experience in a line or staff activity, including the execution and/or evaluation of program policies.

CEA Levels 2 and 3. Broad administrative or program manager experience with substantial participation in the formulation, operation, and/or evaluation of program policies.

CEA Levels 4 and 5. Extensive managerial and program administrative experience which has included substantial responsibility for a combination of management functions such as program planning; policy formulation; organization coordination and control; and fiscal and personnel management. Where high technical professional

qualifications are of primary importance in performing the duties of a given CEA position, then the above required experience may have been in a staff capacity exercising professional skills to influence and contribute to program, policy, and methods of providing those professional services. Primary examples are medical doctors and attorneys.

DESIRABLE QUALIFICATION(S)

1. Knowledge of professional mental health licensing regulations and forensic mental health services. 2. Knowledge of principles and practices of program policy development and oversight. 3. Willingness to learn and adapt to new procedures. 4. Ability to function as a member of the management team. 5. Demonstrated administrative ability to function effectively as a manager over a highly sensitive program. 6. Demonstrated ability to work in collaboration with other government agencies and departments to facilitate efficient, effective development and implementation of procedures to insure compliance with legal mandates.

EXAMINATION INFORMATION

A minimum rating of 70% must be attained to obtain list eligibility. Hiring interviews may be conducted with the most qualified candidates. All candidates will receive written notification of their examination results. The result of this examination will be used only to fill the position of **Chief, Hospital Oversight and Monitoring**, with the **DEPARTMENT OF MENTAL HEALTH**. Applications will be retained for twelve months.

The Results of this examination will be used only to fill this position and may be used to fill subsequent vacancies for this position for a period of up to twelve months.

The examination process will consist of an application and Statement of Qualifications evaluation. The Statement of Qualifications will be used to evaluate your education and experience as it relates to the "Desirable Qualifications" listed above and screening criteria outlined below, and may also serve as documentation of your ability to present information clearly and concisely in writing, since this is a critical factor to successful job performance. The Statement of Qualifications may be the only basis for your final score and rank on the eligible list.

FILING INSTRUCTIONS

Interested applicants must submit:

- A completed Standard State Application (Form 678).
- A "Statement of Qualifications". The Statement is a narrative discussion of how the candidate's education, training, experience, and skills meet the minimum and desirable qualifications and qualify them for the position. The Statement of Qualifications serves as a documentation of each candidate's ability to present information clearly and concisely in writing and should be typed and no more than two pages in length.
- Resumes do not take the place of the Statement of Qualifications.

Applications must be submitted by the final filing date to:

DEPARTMENT OF MENTAL HEALTH, Human Resources
1600 - 9th Street, Room# 121, Sacramento, CA 95814
Shuet Tang | (916) 654-2604 | shuet.tang@dmh.ca.gov

ADDITIONAL INFORMATION

SCREENING CRITERIA The Statement of Qualifications must indicate your total years of experience (and official or civil service classification – not your working title) performing each of the activities included in the screening criteria. Some of the factors that will be utilized in the evaluation are:

- Education – level and specialized training received.
- Depth and breadth of experience working with mental health and/or other services.
- Managerial experience with a level of responsibility not less than a Staff Services Manager I.
- Depth and breadth of experience making presentations; representing and speaking for an organization; presenting to executives, legislative members and staff, the media, general public, and industry groups.
- Depth and breadth of experience planning, developing, and managing a complex and sensitive program. This experience should include responsibility for directing staff involved in extensive interpretation and application of governmental laws, rules, and policies.
- Depth and breadth of experience in strategic planning, developing and implementing policies, and measuring accountability.

SPECIAL TESTING

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application." You will be contacted to make specific arrangements.

GENERAL INFORMATION

If you meet the requirements stated in this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of others who take this test, and all candidates who pass will be ranked according to their scores.

The DEPARTMENT OF MENTAL HEALTH reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others.

Class specs: <http://www.dpa.ca.gov/textdocs/specs/s7/s7500.txt>